



## **GOVERNOR'S COUNCIL FOR WORKFORCE AND ECONOMIC DEVELOPMENT**

### **MEETING MINUTES**

**Date:** October 27, 2017

**Time:** 9:00 A.M.

**Place:** Oklahoma State University-Oklahoma City, 900 N. Portland Ave., Oklahoma City, OK

#### **Welcome/Call to Order**

Chair Steve Hendrickson called the meeting to order and reviewed the agenda.

#### **Approval of Minutes**

Chuck Gray made a motion to approve the October 28, 2017 meeting minutes, seconded by Valerie Thompson. No further discussion. The motion carried unanimously.

#### **Consent Agenda**

Chair Hendrickson asked if anyone wanted to pull an item off of the Consent Agenda for discussion. No items were requested to be pulled off.

A motion was made by Chuck Mills to approve the Consent Agenda, Donnalla Miller seconded the motion. The motion carried unanimously.

#### **Governor Mary Fallin**

Gov. Fallin said that it was a pleasure to leave the capitol this week as they are still in the special session. She thanked Steve Hendrickson for the long, long, time that he has spent representing the Governor's Council and appreciates his hard work on behalf of the state of Oklahoma. Besides being chair of the Governor's Council for many years, Steve has served as the chair of the National Association of Workforce Boards and has helped bring thousands of new jobs to Oklahoma.

Gov. Fallin said the work done by everyone on the Governor's Council is very important. We want to attract new jobs and business to Oklahoma and if we don't have the skilled and educated workforce that we need to keep up with the ever-changing demands of a dynamic economy and technology, we aren't going to be able to attract these jobs and retain them. We have been able to attract these jobs because of the great work that's being done by Oklahoma Works and the Workforce Council and all of the different entities that are represented here today. As we all know, improving educational outcomes is probably the single most important thing we need to do today to eliminate poverty, keep people out of prison, to help children have a better quality of life, and to help people find a fulfilling lifestyle.

The best indicator of income is your educational attainment. That is the whole premise behind Oklahoma Works. Oklahoma Works is all about looking at job classifications, industries, and looking at how we can raise the educational attainment level of our state, so that when Boeing wants to expand a thousand jobs, we have the workforce that they need so they'll want to come here and choose Oklahoma over another state.

Education will also help with other societal problems that we've been talking about nationally and as a state which is addiction issues, also alcohol abuse, teen pregnancies, crime, illiteracy and unemployment. Education helps all of these things and helps us to be more stable as a state as we develop a more skilled and educated workforce. All of the different entities and agencies represented in the room today, we have moved the needle by bringing more economic development to our state, and we continue to do it.

Gov. Fallin said we want to keep doing the work that Oklahoma Works is doing after she leaves office. There are a number of things that we are doing such as Launch Oklahoma, Innovate Oklahoma, Star Space, Assets for Success, etc. On November 2, a STEM Summit will be held and they will be launching an apprenticeship program there.

Gov. Fallin added that they've been successful in obtaining a number of good grants such as the New Skills for Youth Grant (State Dept. of Education), Lumina Attainment Challenge Grant, Apprenticeship USA Grant (OK Office of Workforce Development), and Adult Promise Grant (OK State Regents for Higher Education).

Gov. Fallin wanted to recognize some people who have had made some significant contributions this year and will be included in the annual report that will be out by the end of the year. Special thanks go to the Central Key Economic Network Champion, Nathaniel Harding, and all of the hard work he's done this year; the Oklahoma Dept. of Corrections who have worked very hard and received some grants to reduce recidivism and female diversion and works with CareerTech to improve skills and have the very first Cosmetology School at the Mabel Bassett Correctional Center; CareerTech has been hosting Guidance Fest since 2008 providing current and relevant professional development to high school, middle school and technology center counselors; the State Regents have a new employment outcomes report where we can track data relating to workforce and employment retention, looking at wages, graduating on time, enrollment numbers, etc. Gov. Fallin thanked everyone for their contributions to the state.

### Special Recognition

Gov. Fallin gave a special recognition to Chair Steve Hendrickson for his many, many years of service to Oklahoma and for being a driving force in workforce and economic development not only here but across the nation. She presented Steve with a statue and a proclamation declaring October 27, 2017 as Steve Hendrickson Day. Steve served as chairperson of the Governor's Council for Workforce and Economic Development for 13 years and in numerous positions on other boards and associations in Oklahoma and nationwide.

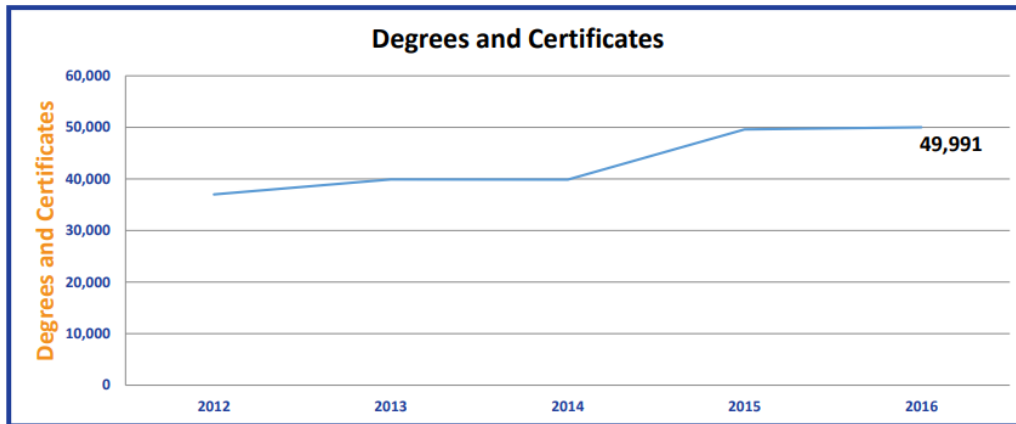
### Oklahoma Works Update

Katie Altshuler reported on the following Oklahoma Works metrics.

## Overall Oklahoma Works Metrics

OKStateStat Statewide Program	Objective Name	Performance Objective	Data Source	2011	2012	2013	2014	2015	2016	2017	Today*	Target
Workforce Participation	Labor Force Participation	Increase the total labor force participation rate from 61.11% in 2013 to 64.00% in 2017.	Oklahoma Office of Workforce Development	61.23%	61.65%	61.11%	59.90%	60.23%			60.23%	64.00%
Wealth Generation	Per Capita Personal Income	Increase the per capita personal income as a percentage of the national average from 94.43% in 2013 to 98.20% by 2017.	Oklahoma Office of Workforce Development	91.95%	93.86%	94.43%	94.76%	94.72%			94.72%	98.20%
Wealth Generation	Income Poverty Rate	Decrease the state income poverty rate from 16.8% in 2013 to 15.3% in 2017.	Oklahoma Office of Workforce Development	16.3%	16.6%	16.9%	16.9%	16.1%			16.1%	15.3%
College Preparedness	College Readiness Benchmarks	Increase the percentage of high school graduates meeting college readiness benchmarks on the ACT and SAT from 56% in 2014 to 62% by 2017.	Oklahoma State Department of Education			57.00%	56.00%	55%	53%		53%	62.0%
Postsecondary Education	Degrees and Certificates	Increase the number of degrees and certificates obtained from 40,484 in 2014 to 47,284 by 2018.	Oklahoma State Regents for Higher Education		36,984	39,884	40,484	46,449	49,749		49,749	47,284
Student Performance	4th Grade Reading Proficiency	Increase the percentage of 4th grade students statewide who score proficient or above in reading from 66.8% in 2013 to 75% by 2019.	Oklahoma State Department Of Education			66.8%	64.76%	69.73%			69.73%	75%
Employment Growth	Youth Unemployment	Decrease the state youth unemployment rate (ages 16-19) from 19.9% in 2013 to 15.0% in 2017.	Oklahoma Commerce Department	18.8%	14.5%	19.9%	17.0%	11.5%			11.5%	15.0%

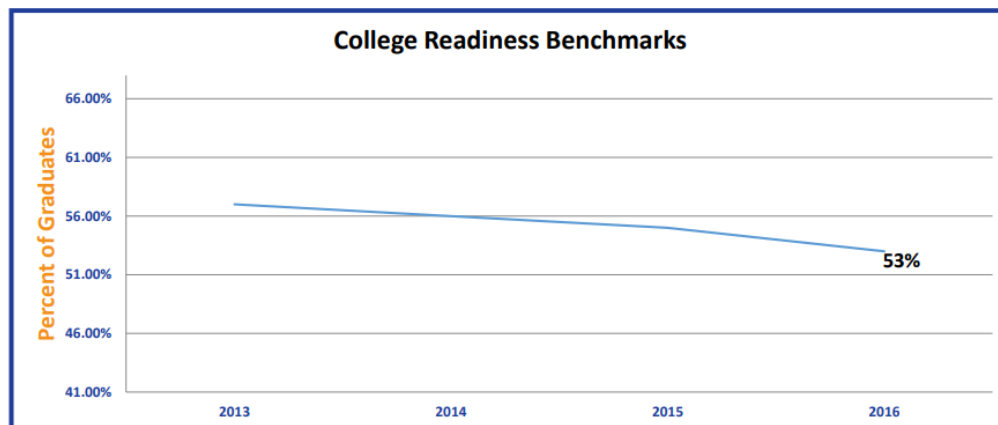
## Regents for Higher Education



Increase the number of degrees and certificates obtained from 40,484 in 2014 to 47,284 by 2018.

Rating of Progress: **Green**

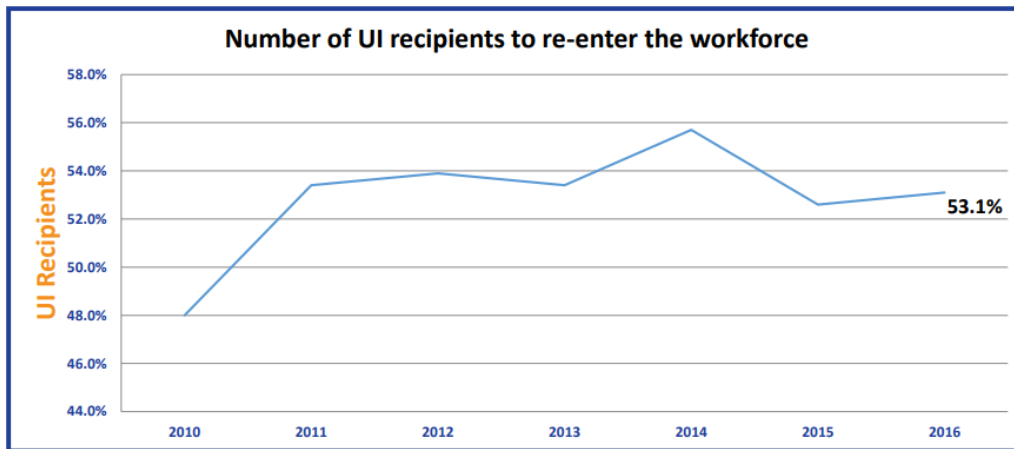
## State Department of Education



Increase the percentage of high school graduates meeting college readiness benchmarks on the ACT and SAT from 56% in 2014 (based on old standards) to 62% by 2017.

Rating of Progress: **Yellow**

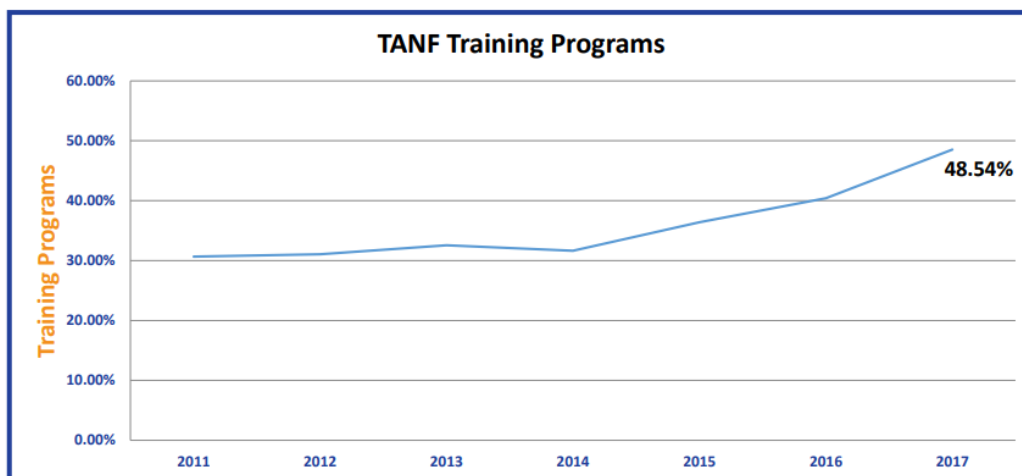
## Oklahoma Employment Security Commission



Increase number of UI Recipients re-entering the workforce the quarter after their initial UI payment from 53% in 2015 to 60% in 2018.

Rating of Progress: **Yellow**

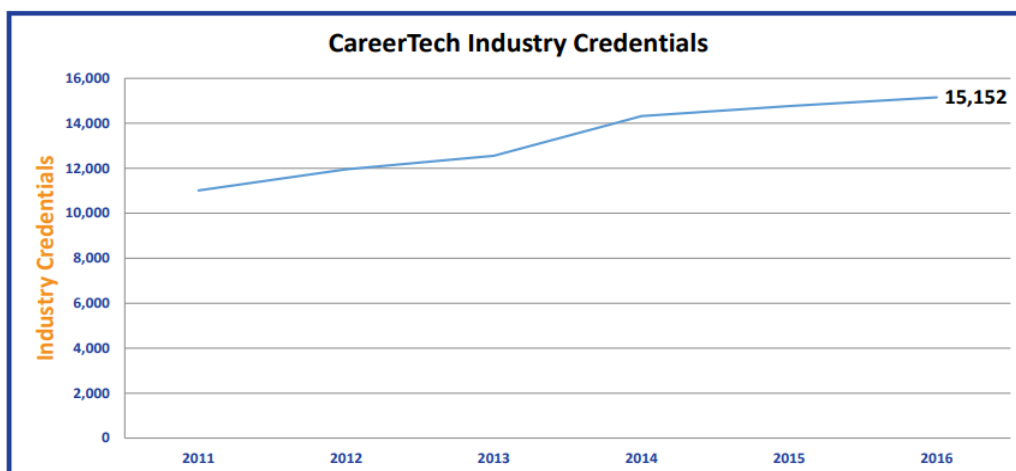
## Department of Human Services



Increase the percentage of TANF clients who complete Career and Technology programs or Special Projects in two year colleges from 31.63% in 2014 to 40% by 2018

Rating of Progress: **Green**

## Oklahoma Department of Career & Technology Education



Increase the number of CareerTech industry credentials from 12,551 in 2013 to 13,806 by 2018.

Rating of Progress: **Green**

### Partners Metrics Dashboard

Agency	Short Name	Finalized Metric	Target	Data 2010	Data 2011	Data 2012	Data 2013	Data 2014	Data 2015	Data 2016	Data 2017
OSRHE	Number of Degrees and Certificates	Increase the number of degrees and certificates obtained from 40,484 in 2014 to 47,284 by 2018.	47,284	-	-	36,984	39,884	39,849	49,584	49,991	-
OSRHE	Graduation Rates - Research	Increase the average graduation rate at research tier institutions from 67% in 2014 to 73% by 2018.	73%	-	67.90%	67.40%	66.50%	67.10%	65.70%	68.20%	-
OSRHE	Graduation Rates - Regional	Increase the average graduation rate at regional tier institutions from 37.5% in 2014 to 38.4% by 2018.	38.40%	-	51.00%	35.60%	34.90%	35.90%	33.90%	35.80%	-
OSRHE	Graduation Rates - Two Year	Increase the average graduation rate at two-year tier institutions from 16% in 2014 to 16.6% by 2018.	17.50%	-	17.40%	15.60%	16.00%	17.40%	20.50%	23.00%	-
OSRHE	OHLAP Scholarship	Increase the percentage of eligible students that enroll in the Oklahoma's Promise (OHLAP) scholarship from 48.8% in 2014 to 50.8% by 2018.	50.8%	-	-	49.9%	49.2%	48.8%	46.2%	45.1%	-
OSRHE	Concurrent Enrollment	Increase the number of Concurrent Enrollment (Higher Education and Career Tech) hours that have been completed by incoming college freshman from 103,055 in 2014 to 105,979 by 2018.	105,979	-	-	71,539	77,482	81,388	90,018	102,711	-
OESC	Unemployment Insurance Benefits	Decrease average number of weeks recipients receive state unemployment insurance benefits from 16.6 weeks in 2013 to 13.9 weeks by 2018.	13.9	19.08	17.1	16.4	16.6	16.6	15.7	17.9	-
OESC	Re-employment rate of Veteran UI recipients	Increase percentage of unemployment insurance Veteran recipients returning to work from 59% in 2013 to 74% in 2018.	74%	-	51%	54%	59%	63%	64%	63%	-
OESC	Number of UI recipients to re-enter the workforce	Increase number of UI Recipients re-entering the workforce the quarter after their initial UI payment from 53% in 2015 to 60% in 2018.	60.0%	48%	53%	54%	53%	56%	53%	53%	-
OBPVS	Critical Occupations Accredited Private Vocational School Enrollment	Increase enrollment in critical occupation programs at accredited private vocational schools from 3,524 in 2014 to 3,700 by 2019.	3,700	-	-	-	2469	3524	Data available fall 2017	Data available fall 2017	-
OBPVS	Critical Occupations Accredited Private Vocational School Completion	Increase number of graduates from critical occupations programs at accredited private vocational schools from 1,585 in 2014 to 1,664 by 2019.	1,664	-	-	-	1152	1585	Data available fall 2017	Data available fall 2017	-
ODCTE	CareerTech Industry Credentials	Increase the number of CareerTech industry credentials from 12,551 in 2013 to 13,806 by 2018.	13,806	-	11,010	11,957	12,551	14,318	14,762	15,152	-
ODCTE	Career Readiness Certifications	Increase the number of Oklahoma Career Readiness Certificates (OKCRC) earned from 14,340 in 2014 to 15,774 by 2018.	15,774	-	14,745	15,855	14,314	14,340	14,841	15,191	-
ODCTE	CareerTech Post-Graduation Placement	Increase the percentage of CareerTech graduates that are employed in a full-time position related to their field of study from 84% in 2013 to 89% by 2018.	89%	-	84.86%	85.19%	84.15%	85.16%	84.88%	84.92%	-

Agency	Short Name	Finalized Metric	Target	Data 2010	Data 2011	Data 2012	Data 2013	Data 2014	Data 2015	Data 2016	Data 2017
OHCA	Average SoonerCare Enrollment Period	Decrease average length of SoonerCare enrollment periods by 3 months, based on a 5 year rolling average, from 27.48 in 2015 to 24.48 by 2019.	24.48	29.8	28.70	25.80	25.30	28.00	29.30	30.50	-
OHCA	Permanent SoonerCare Disenrollments	Increase the number of permanent SoonerCare Disenrollments, based on a 5 year rolling average, by 5% from 11.9% in 2014 to 16.9% by 2018.	16.9%	2.96%	6.97%	7.94%	7.13%	9.42%	13.79%	-	-
DHS	Post-TANF Employment	Increase the percentage of TANF clients whose employment closures remain closed for 6 consecutive months from 83.5% in 2015 to 90% by 2018.	90%	78.10%	80.85%	80.25%	84.12%	84.20%	83.50%	77.27%	-
DHS	TANF Training Programs	Increase the completion rate of Temporary Assistance for Needy Families (TANF) clients referred to career and technology programs or special projects in two-year colleges from 31.63% in 2014 to 40% by 2018.	68%	-	30.67%	31.06%	32.55%	31.63%	36.40%	40.40%	48.54%
DOC (Corrections)	Offenders Participating in GED Training	Increase the percentage of participants in GED preparatory classes from 9% in 2015 to 11% by 2019.	11%	10%	10%	9%	10%	8%	8%	15%	-
DOC (Corrections)	Inmates Re-entering Workforce	Increase the percentage of inmates re-entering the workforce having completed full-time vocational training programs from 6% in 2013 to 9% by 2018.	6%	-	-	-	6%	6.6%	6.4%	7.4%	-
DOC (Corrections)	Offenders Earning a GED	Increase the percentage of offenders earning a GED from 5% in 2015 to 7% by 2019.	7%	4%	4%	4%	4%	6%	6%	6%	-
ODMHSAS	Drug Court GED Completion	Maintain the amount of drug court participants without high school equivalency who earn a high school diploma or GED at or above 30% per year through 2019.	30%	23%	30%	39%	43%	37%	31%	27%	-
ODMHSAS	Drug Court Graduate Unemployment	Maintain a reduction in unemployment of drug court graduates at or above 92% through 2019.	92%	83%	90%	91%	93%	94%	95%	96%	-
ODMHSAS	Mental Health Court Graduate Unemployment	Maintain a reduction in unemployment of mental health court graduates above 81% through 2019.	81%	82%	81%	85%	76%	93%	93%	61%	-
ODVA	GI Bill Utilization	Increase the number of Veterans utilizing VA education benefits from 13,826 in FY2015 to 21,000 in FY2019.	21,000	12,708	13,246	12,015	15,127	14,623	13,826	12,845	-
OCAST	OCAST High Quality Job Creation	Increase high quality job creation by OCAST Programs from 2,175 in 2015 to 2,250 by 2018.	2,250	-	-	-	2,947	2,420	2,175	2,451	-
OCAST	OCAST Average Annual Wage	Increase average annual wage of jobs created by OCAST from \$43,348.73 in 2015 to \$49,000 by 2018.	\$49,000.00	-	-	-	\$57,468.00	\$48,458.00	\$43,348.73	\$52,866.00	-
ODRS	Employment	Increase the percentage of Department of Rehabilitation Services clients with disabilities who find employment from 50% in 2014 to 60% by 2018.	60%	-	56%	49%	57%	50%	50%	54%	-
OSDE	High School Graduation Rate	Increase the Historical Cohort Graduation Rate from 87% (class 2011-12) to 90% by 2016. (2012-13 Available Dec. 2014).	90%	-	-	87%	85%	83%	82%	82%	-
OSDE	College Readiness Benchmarks	Increase the percentage of high school graduates meeting college readiness benchmarks on the ACT and SAT from 56% in 2014 to 62% by 2017.	62%	-	-	-	57.00%	56.00%	55%	53%	-
OWD	Employment Rate 2nd Quarter After Exit- Adults	Metrics are new and are being reviewed for two years with DOL.	-	-	-	-	-	-	-	-	-

Agency	Short Name	Finalized Metric	Target	Data 2010	Data 2011	Data 2012	Data 2013	Data 2014	Data 2015	Data 2016	Data 2017
OWD	Employment Rate 2nd Quarter After Exit- Dislocated Worker	Metrics are new and are being reviewed for two years with DOL.	61.00%	-	-	-	-	-	-	-	-
OWD	Employment Rate 2nd Quarter After Exit- Wagner-Peyser	Metrics are new and are being reviewed for two years with DOL.	75.10%	-	-	-	-	-	-	-	-
OWD	Employment Rate 2nd Quarter After Exit- Youth	Metrics are new and are being reviewed for two years with DOL.	61.00%	-	-	-	-	-	-	-	-
OWD	Employment Rate 4th Quarter After Exit- Adults	Metrics are new and are being reviewed for two years with DOL.	62.60%	-	-	-	-	-	-	-	-
OWD	Employment Rate 4th Quarter After Exit- Dislocated Worker	Metrics are new and are being reviewed for two years with DOL.	61.50%	-	-	-	-	-	-	-	-
OWD	Employment Rate 4th Quarter After Exit- Wagner-Peyser	Metrics are new and are being reviewed for two years with DOL.	73.90%	-	-	-	-	-	-	-	-
OWD	Employment Rate 4th Quarter After Exit- Youth	Metrics are new and are being reviewed for two years with DOL.	61.50%	-	-	-	-	-	-	-	-
OWD	Median Earnings 2nd Quarter After Exit- Adults	Metrics are new and are being reviewed for two years with DOL.	62.70%	-	-	-	-	-	-	-	-
OWD	Median Earnings 2nd Quarter After Exit- Dislocated Worker	Metrics are new and are being reviewed for two years with DOL.	\$4,664.00	-	-	-	-	-	-	-	-
OWD	Median Earnings 2nd Quarter After Exit- Wagner-Peyser	Metrics are new and are being reviewed for two years with DOL.	\$6,084.00	-	-	-	-	-	-	-	-
OWD	Median Earnings 2nd Quarter After Exit- Youth	Metrics are new and are being reviewed for two years with DOL.	\$4,664.00	-	-	-	-	-	-	-	-
OWD	Credential Attainment within 4 Quarter after Exit- Adults	Metrics are new and are being reviewed for two years with DOL.	-	-	-	-	-	-	-	-	-
OWD	Credential Attainment within 4 Quarter after Exit- Dislocated Worker	Metrics are new and are being reviewed for two years with DOL.	60.90%	-	-	-	-	-	-	-	-
OWD	Credential Attainment within 4 Quarter after Exit- Youth	Metrics are new and are being reviewed for two years with DOL.	56.80%	-	-	-	-	-	-	-	-

LEGEND				
LEGEND:	Red	Yellow	Green	Grey
Meaning:	Off Track	Needs Attention	At or Exceeding Expectations	Rating Not Provided

\*Additional context has been provided for some of these metrics on the following pages.

\*\* Some Metrics have been displayed above by year, but the data may be more accurately portrayed monthly/quarterly

Katie announced that there will be a Career Exposure Week, November 13-17, 2017. She encouraged Council members to host a tour or an event at their place of business, to participate in a career fair, allow a student to shadow for the day, or visit a local school and engage students. To register online: <https://oklahomaworks.gov/careerexposureweek/>.

### New Skills for Youth Update

Dr. Cindy Koss, Oklahoma State Department of Education, gave an update on the New Skills for Youth grant.

- College and career ready means that students graduate from high school prepared to enter and succeed in postsecondary opportunities whether college or career.
- Individual Career Academic Plan (ICAP) Pilots
  - 30 Districts
  - 59 Sites
  - Grade level varies by site – 6<sup>th</sup> grade through 12<sup>th</sup> grade
  - 33,393 students
  - 20 of Oklahoma's 77 counties are represented (26%)
- Career Advising
  - 10 counselors to be funded by the grant
- Career Pathways
  - Share your story of an education-to-career pathway or industry involvement to inspire students, educators, counselors and industry leaders
- Staff Contacts
  - Dr. Cindy Koss, NSFY State Lead – [cindy.koss@sed.ok.gov](mailto:cindy.koss@sed.ok.gov)
  - Marissa Lightsey, Program Manager – [marissa.lightsey@sde.ok.gov](mailto:marissa.lightsey@sde.ok.gov)
  - Chelsea Hunt, Career Pathway Strategy Lead – [chelsea.hunt@sde.ok.gov](mailto:chelsea.hunt@sde.ok.gov)

### 2017 100 Critical Occupations

Erin Risley-Baird reported the following information on critical occupations in Oklahoma:

#### 2017 Critical Occupations – Method Overview

- EMSI economic modeling tool
- Historical BLS data
- EMSI proprietary data and formulas
- Historical data inconsistent with current trends
- Formula inconsistencies with industry data in Oklahoma
- 7+ iterations
- Result: comparative analysis of BLS historical data, proprietary data and analysis tool, and current proprietary industry data from large Oklahoma employers
- Cross-Agency Effort (OOWD & ODOC)

#### 2017 Critical Occupations – Method Criteria

- Occupations are limited to a select eligible occupation list. This list focuses on occupations vital to the success of Oklahoma's ecosystems: **Aerospace and Defense; Agriculture and Biosciences; Energy; Information and Finance; and, Transportation and Distribution;** and Complementary Systems, including **Healthcare, Education, Construction, and Manufacturing.**
- **Job Growth:** those occupations with projected negative growth (overall job loss) are eliminated from the list.
- **Wealth Generation:** those occupations with median hourly salaries below \$12.00 per hour are eliminated from the list.
- **Education:** those occupations requiring "no formal education" are eliminated from the list unless the occupation earns a median salary above \$20.00 per hour.
- Occupations are sorted based on **wage**.
- To ensure representation of occupations from all educational levels, **the top ranked occupations are selected from each educational group.**



- *Note:* Adjustments to the data are made to address **known industry-coding inconsistencies**. For example, civilian military occupations are widely unrepresented, thus proprietary data were used to adjust for model limitations.

## 2017 Critical Occupations

	Description	2016 Jobs	2025 Jobs	Change (2016-2025)	Median Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training	Annual Openings	Job Postings (July 2016-June 2017)
1	Physicians and Surgeons, All Other	2,828	3,091	263	\$93.87	Doctoral or professional	Internship/residency	120	12,755
2	Petroleum Engineers	3,285	3,560	275	\$56.53	Bachelor's	None	125	814
3	Architectural and Engineering Managers	1,979	2,133	154	\$55.75	Bachelor's	None	73	780
4	Pharmacists	3,670	3,809	139	\$55.58	Doctoral or professional	None	105	2,617
5	Geoscientists, Except Hydrologists and Geographers	1,005	1,081	76	\$51.96	Bachelor's	None	42	117
6	Physician Assistants	1,435	1,692	257	\$49.48	Master's	None	65	2,970
7	Optometrists	624	772	148	\$47.71	Doctoral or professional	None	42	110
8	Computer and Information Systems Managers	3,143	3,483	340	\$45.79	Bachelor's	None	74	866
9	Nurse Practitioners	1,150	1,454	304	\$42.26	Master's	None	64	4,139
10	Industrial Production Managers	2,806	2,915	109	\$41.91	Bachelor's	None	86	929
11	Aerospace Engineers	1,540	1,642	102	\$41.68	Bachelor's	None	31	882
12	Financial Managers	6,344	6,942	598	\$41.19	Bachelor's	None	222	3,065
13	Physical Therapists	1,881	2,346	465	\$40.46	Doctoral or professional	None	109	7,167
14	Electrical Engineers	1,443	1,536	93	\$39.94	Bachelor's	None	39	2,025
15	Mechanical Engineers	2,805	3,042	237	\$38.71	Bachelor's	None	103	2,028
16	Environmental Engineers	553	618	65	\$38.43	Bachelor's	None	24	963
17	Veterinarians	876	976	100	\$38.42	Doctoral or professional	None	26	326
18	Industrial Engineers	2,426	2,687	261	\$38.26	Bachelor's	None	78	3,481

## Committee Updates

### Career Pathways Committee – Chuck Gray

- Held Career Pathways strategy session on October 4, 2017
  - Basic focus is postsecondary career pathways programs supporting KENs to reduce overlap with Youth Council's focus on Common education
  - Adult Basic Education subcommittee will be moving from the Youth Council to the Career Pathways Committee
  - Reviewed annual goals and progress; drafted goals for next calendar year
- Held new member orientation on October 26, 2017 – added five+ business representatives
- Next full Committee meeting is scheduled for October 31, 2017

### Youth Programs Committee – Chuck Mills

- Moved the Adult Basic Education/High School Equivalency to the Career Pathways Committee
- Added a new subcommittee – Career Awareness, Exploration and Preparedness
- Need more members for the Youth Committee
- The Youth Committee is supporting ICAP. The ICAP process helps students consider a future career and helps them design the way to get there.
- They are working on a Career Ready School certification



- Robert Greenlaw has been helping the committee put together a brochure on employability skills.
  - Personal skills such as integrity, initiative, dependability & reliability, professionalism, etc.
  - People skills such as teamwork, communication and respect.
  - Workplace skills such as planning & organizing, problem solving, decision making, etc.
  - Applied knowledge such as reading, writing, mathematics, science, technology & Critical Thinking.
- Recommendations
  - Encourage grade schools to improve employability skills by implementing *Eleven Principles for Effective Character Education* from Character.org.
  - Encourage schools to apply for State School of Character recognition. This includes assessing school culture, making improvements, and measuring results.

#### Healthcare Workforce Committee – Shelly Dunham and David Keith

- Shelly reported that the committee has been meeting regularly.
- David Keith said that the committee has been working very hard and he wanted to recognize Jana Castleberry who has been working diligently with them and keeping them on task.
- In the packets provided, there is information on development of effective strategies to strengthen the state's physician workforce and proposed legislation. We know there is going to be a shortage of physicians in the state in the next twenty years.
- We are moving away from acute care health to what we call population health or community health workers. A community health worker is defined by the American Public Health Association as a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served. Based on the guidance of an ad hoc task force of community health workers, academic training programs and health system employers, the definition approved by the Healthcare Workforce Sub-committee aligns closely with the American Public Health Association.
- David asked that everyone review the information in their packets to become familiar with it so we can have a discussion on it at another meeting.

#### Workforce System Oversight Committee “Deep Dive”

John Hawkins, co-chair, said that they have been meeting regularly since enactment of WIOA in July 2014. He wants to thank the members of the committee for all of their hard work. Members are: John Hawkins, Richard McPherson, Ken Doke, Valerie Thompson, Marty Williams, Nathaniel Harding, and Donnalla Miller. John also thanked those from the state office that staff the committee: Jeane Burruss, Linda Emrich and Erin Risley-Baird.

John said that they take our system then overlay the WIOA (Act) and then take the Governor's plan and integrate that so everything such as goals, services provided, etc. align and all needs are being met. The bottom line of all of this is that we are trying to provide business and industry with what their needs are and with workers with the skillsets they need to move the state of Oklahoma forward.

Richard McPherson, co-chair, said that the committee does the grunt work so the Governor's Council can work on strategic matters. A lot of the work has to be done on a daily, weekly or monthly basis and without the work of this committee, the Governor's Council would be bogged down with a lot of it.

- The bylaws state that the committee makes decisions on program governance, policy and capacity building for the Local Workforce Development Board and partnerships. The committee serves as an oversight board and ensures compliance with WIOA.
- The Oversight Committee is co-chaired by a member from the private sector and a member from the public sector.

#### Goals and Objectives

- Certify Workforce Development boards in compliance with the WIOA.
- Continue designing, aligning and integrating Oklahoma's workforce/talent development and delivery system.
- Set system-wide metrics and performance expectations.
- Identify and conduct service delivery efficiency pilot projects.

- Research and identify operational and organizational strategies that will help make workforce boards stronger and service delivery better.
- Develop guidance to make the workforce system more effective and efficient.
- Development of the State Plan, Council's Strategic Plan, and the Annual Report.
- Work with regional planning areas to develop planning documents.
- Coordinate and ensure support at the local level and state level to the Oklahoma Works level.
- Convenes statewide workforce development partners and Local Workforce Development Boards and provides venues and opportunities for continued system building (the Systems Oversight Sub-committee handles a lot of these things).

Donnalla Miller, chair of the Systems Oversight Sub-committee, presented information on their work. The committee was formed to oversee the creation and design of the Oklahoma Works Workforce Development System and is comprised of executive level staff from all state agencies involved.

- Roles and Responsibilities
  - Acts as the working arm of the Workforce System Oversight Committee.
  - Composed of state-level WIOA partner staff.
  - Tasked with developing the system-wide framework and policy documents that will comply with WIOA legislation and federal regulations. Example: Center Certification Policy.
  - Tasked with compliance review of the system. Example: Compliance monitoring of the system.
- Priorities
  - Be flexible.
  - State guidance and policy for the system: regional and local.
  - Guidance and technical assistance for Local MOUs.
  - Guidance for technical assistance Local Planning Regions and local plan development.
  - One-Stop Center Certification.
  - System compliance review
  - Assisting with the efforts outlined in the Oklahoma Works Strategic Delivery Plan.
- Workforce System Pilots
  - Workforce Center Pilot – Southern Area (McAlester) MOU/Cost-sharing Pilot
    - CFOs met to discuss cost and allocation to partners.
      - Reviewed costs associated with the Center.
      - Working group established for development of an RFP and job description for the One-Stop Operator position.
      - Working group established to define infrastructure costs.
      - Proposed a three-year phase-in plan.

### **Access for All Certification Recognition**

Noel Tyler, Executive Director, Dept. of Rehabilitation Services, presented to Kerry Manning, Executive Director, and Karen Davidson, Deputy Director of the Southern Workforce Area, a certification of recognition for being the first workforce area to achieve the Access for All Certification, which includes standards for accessibility. This is for their McAlester Center. This certification will create a physical environment where people with disabilities will have the same opportunities to participate in the workforce system as do people without disabilities.

### **Old Business**

None.

### **New Business**

None.

### **Other**

Outgoing chair, Steve Hendrickson, said that he wanted to give special thanks to the Boeing Company for allowing him to chair the Governor's Council and be involved in other workforce efforts such as National Association for Workforce Boards (NAWB) and the Chairs Association, National Governors Association,

etc., traveling all across the country for the past 13 years and they have paid for everything. He has never had to charge anything to the workforce system, thanks to Boeing.

**Next Meeting Date**

The next Governor's Council meeting is scheduled for Friday, January 26, 2018 at 9:00 a.m. and will be held at the Francis Tuttle, Reno Campus.

**Adjourn**

The meeting adjourned at approximately 11:15 a.m.

*Respectfully submitted,  
Linda Emrich*